



# OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

## General Position Information

**Job Title:** Deputy Director, Analytic Integration

**Position Number:** TIC97

**Position Grade:** GS-15

**Salary Range:** \$126,233 - \$176,300 (not applicable for detailees)

**Vacancy Open Period:** 06/28/2022 – 07/13/2022

**Position Type:** Cadre, Detailee

**Who May Apply:** Internal ODNI Candidates, Detailees

**Division:** DNI/CTIIC

**Duty Location:** McLean, VA

**Security Clearance:** TS/SCI with CI Polygraph

**Travel Required:** 0-25% Travel

**Relocation Expenses:** For new ODNI employees, reimbursement for relocation is discretionary based on availability of funds.

**Job Interview Travel:** Candidates from outside the Washington, D.C., area may be selected for a telephone, teleconference, or in-person interview. If selected for an in-person interview, any travel or lodging will be at the applicant's personal expense.

## Position Information

This is an opportunity for:

- An internal candidate to fill a GS - 15 cadre position.
- A Federal Government employee to serve on a two-year reimbursable detail assignment in the ODNI. The detail assignment may be extended an additional year if all parties agree.

## Who May Apply

Current GS employees at the same grade or one grade lower than the advertised position grade may apply.

For a cadre assignment:

- Current ODNI permanent cadre.

For a detailee assignment:

- Current Federal Government employees at the same grade or one grade lower than the advertised grade may apply.



## Salary Determination

- The ODNI uses a rank-in-person system in which rank is attached to the individual. A selected ODNI candidate will be assigned to the position at the employee's current GS grade and salary.
- A current Federal Government employee, selected for a detail assignment, will be assigned to the position at his or her current grade and salary.

## Component Mission

The Cyber Threat Intelligence Integration Center (CTIIC) is the DNI's Intelligence Community (IC) lead for cyber intelligence issues. CTIIC is responsible for integrating IC collection and analysis on cyber intelligence issues, and for coordinating and supporting the IC in providing accurate, timely, comprehensive support to national policy and decision makers. CTIIC also coordinates and monitors the Presidential-mandated Comprehensive National Cybersecurity Initiative, among other duties.

## Major Duties and Responsibilities (MDRs)

Lead, plan, direct, and coordinate the preparation of tailored and insightful finished intelligence products and analysis that support key US national security and foreign policy objectives and help shape IC analysis and priorities.

Lead and direct teams in or more areas of analytic expertise\* in substantive analytic and management operations; plan, coordinate, and oversee work in a manner consistent with fulfilling organizational directives and accomplishing mission goals.

Build global situational awareness of significant cyber threat intelligence by independently identifying, researching, and assessing intelligence reporting.

Maintain awareness of current cyber intelligence issues and policymaker priorities.

Provide leadership and expert guidance to the research, editing, and production of intelligence products that leverage multiple sources of information to set significant cyber threat reporting in context and highlight US response actions.

Coordinate with IC officers and federal cyber centers to gather insights into significant cyber threat reporting.

Lead, coordinate, communicate, and aid in the understanding of significant cyber threats for non-specialist customers by explaining activity and avoiding jargon.

Perform proactive community outreach and collaboration activities by planning and engaging in internal and external information sharing, fostering collaborative relationships with interagency partners, and communicating timely and relevant intelligence information.

Maintain contact with customers in the organization and IC in order to understand their changing needs and requirements, and gather, compile, and report information that meet their needs.

Promote the sharing of information and knowledge from intelligence reports by effectively recognizing, valuing, building, and leveraging diverse and collaborative networks within ODNI, with other federal cyber centers, and across the IC.



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Lead the development and delivery of oral briefings and written reports for ODNI leadership and senior internal and external customers on cyber intelligence activities and/or threats.

Lead, initiate, cultivate, and maintain productive working relationships with colleagues, experts, IC members, and law enforcement agencies as appropriate and use these relationships to keep abreast of current developments, resolve problems, eliminate duplication, and share information of interest.

Attend internal and external training, seminars, or conferences on broad or more strategic subject areas.

Develop and continually expand personal knowledge of analytic tradecraft and cyber and technology issues.

## **Mandatory and Educational Requirements**

Expert knowledge and experience as an all-source intelligence analyst serving at the senior level.

Exemplary oral and written communication skills, including the ability to research, develop, and deliver high-quality analysis and briefings and clearly convey complex information and technical data to generalists as well as specialists.

Superior knowledge of IC policy and procedures and expert knowledge of analytic tradecraft, including the ability to incorporate the use of a broad range of methodological tools and approaches to research, analyze, and present information and data.

Strong interpersonal and creative problem-solving skills, including an ability to manage competing priorities, work effectively both independently and in a team or collaborative environment, mentor junior colleagues, and demonstrate initiative in carrying out mission responsibilities in a fast paced environment.

Recognized ability to apply knowledge of ODNI, IC organizations, and relevant customer organizations or operations (e.g., military, policymakers, and law enforcement) to effectively translate their requirements and provide appropriate responses to meet customer needs.

Exceptional ability to maintain and develop effective working relationships within the IC for exchanging information and promote information-sharing practices across the ODNI, the IC, and beyond.

Superior analytic and critical thinking skills, including an ability to remain open-minded and change opinions on the basis of new information and requirements.

Recognized ability to brief counterparts and senior officials on current intelligence products, answer questions, and provide supporting information.

Demonstrated ability to produce analytic finished intelligence, either as lead analyst or manager of analysts, and broad knowledge of the role of intelligence analysis within the IC.

Creative problem-solving skills and superior ability to provide innovative leadership in carrying out mission responsibilities.

Expert knowledge and experience exercising sound judgment, tact, and integrity to manage interactions with senior US government officials and IC elements, including the superior ability to establish and maintain regular contacts within the IC for exchanging information.



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Superior ability to remain open-minded and change judgments on the basis of new information and requirements, perform multiple tasks and change focus quickly as demands change, and support group decisions and solicit opinions from coworkers.

## Desired Requirements

Previous experience working as an analyst or manager covering regional or cyber issues.

College or graduate school degree in international relations, computer science, or related areas is preferred.

## Key Requirements and How to Apply

### Internal ODNI Candidates:

#### A complete application package must include:

- a. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- b. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required in the cover letter if the applicant is unable to provide the two most recent evaluations.
- c. **POSITION NUMBER:** Reference the position number in the subject line of the email and on each document submitted.
- d. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

**WHERE TO SUBMIT:** *Internal ODNI Cadre Candidates must submit an application through the classified [JobsDNI website](#).* For current employees who do not currently have access to internal systems, applications should be sent to either DNI-COO-HRM-Vacancies-Mailbox@cia.ic.gov (classified email system) or HRM-HR-OPS-VACANCY-TEAM@dni.gov (unclassified email system). Applicants experiencing technical issues may submit their application via email to either email system.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

### CURRENT FEDERAL EMPLOYEES APPLYING FOR A DETAIL ASSIGNMENT:

**Applicants from federal agencies within the Intelligence Community (IC)** may be considered for this position as a reimbursable detailee, if endorsed by the employing agency. Applicants must have current TS/SCI clearances with polygraph or have the ability to obtain one. The ODNI does not conduct polygraphs or provide security clearances for detailees.



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LEADING INTELLIGENCE INTEGRATION

## Applicants from federal agencies outside the IC must provide:

- a. **WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- b. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- c. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required in the cover letter if the applicant is unable to provide the two most recent evaluations.
- d. **POSITION NUMBER:** Reference the position number in the subject line of the email and on each document submitted.
- e. **CURRENT SF-50:** Federal Government employees must provide an SF-50, "Notification of Personnel Action" to verify current federal status, position, title, grade, and organization of record. Please disregard if you are not a Federal Government employee.
- f. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

**WHERE TO SUBMIT:** *Applicants from within the IC must submit an application through the classified IC Joint Duty Program website.* Applicants from federal agencies outside the IC should be sent to either DNI-COO-HRM-Vacancies-Mailbox@cia.ic.gov (classified email system) or HRM-HR-OPS-VACANCY-TEAM@dni.gov (unclassified email system).

All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

## All Applicants:

**APPLICATION PACKAGES MUST CONTAIN ALL ITEMS LISTED ABOVE. AN INCOMPLETE APPLICATION PACKAGE WILL BE INELIGIBLE FOR CONSIDERATION.**

Your application **MUST** be received by midnight on the closing date of this announcement. Applications received after the closing date will NOT be eligible for consideration.

To verify receipt of your application package **ONLY**, you may call 703-275-3888

## What to Expect Next

The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. Due to the large number of applications received, applicants will be contacted **ONLY** if they have been selected for an interview.



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## Agency Contact Information

ODNI Recruitment; Phone: 703-275-3888; Email: [HRM-HR-OPS-VACANCY-TEAM@dni.gov](mailto:HRM-HR-OPS-VACANCY-TEAM@dni.gov).

## Other Information

The ODNI is an equal opportunity employer and abides by applicable employment laws and regulations.

**COVID-19 Vaccination Requirement:** To ensure compliance with an applicable nationwide preliminary injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the federal government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for federal employees. Therefore, to the extent a federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to Executive Order 14043, that requirement does not currently apply.

Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

**REASONABLE ACCOMMODATIONS FOR PERSONS WITH DISABILITIES:** The ODNI provides reasonable accommodations to otherwise qualified applicants with disabilities. IF YOU NEED A REASONABLE ACCOMMODATION for any part of the application and hiring process, please notify the Reasonable Accommodation Office Representative by classified email at [DNI\\_Reasonable\\_Accommodation\\_WMA@cia.ic.gov](mailto:DNI_Reasonable_Accommodation_WMA@cia.ic.gov) by unclassified email at [DNI\\_DRA@dni.gov](mailto:DNI_DRA@dni.gov), by telephone at 703-275-3900 or by FAX at 703-275-1277 . Your request for reasonable accommodation will be addressed on a case-by-case basis.

**THIS EMAIL IS FOR REASONABLE ACCOMMODATION REQUESTS ONLY. PLEASE SUBMIT YOUR APPLICATION VIA THE EMAIL ADDRESS PROVIDED IN THE 'HOW TO APPLY' SECTION ABOVE.**